

HOT TOPICS

May 15, 2002
Volume 1 – Issue 12



Battalion Chief Michael Hendricks retires from the Delray Beach Fire Department after 28 years of service. See story on page 6.

Community Education News

By Lieutenant Hal Knabb

You Can Go Back!

By Lt. Hal Knabb

Yes, you can go back, to school that is. Last January, I started back to school at Palm Beach Atlantic College. My goal: Bachelor of Science Degree in Organizational Management. The thought of attending classes with people my children's age was indeed frightening. But, that fear was soon eased on the very first day of class. The program I was placed in was a "cohort". This meant I was part of a group of students who would attend all the core classes together. The students in my cohort were working adults, mostly middle age, and returning to school to complete their degree, just like me. The class projects would require group participation, patience, and a great deal of cooperation. The core classes taken consecutively were: Group and Organizational Behavior; Inquiry and Analysis; Writing; Organizational Management; Organizational Management; Organizational Leadership; Effective Interpersonal Relationships; Budget and Analysis; Human Resource Management; and the capstone course Values: Personal and Social.

Enlightening Minds, Enriching Souls, and Extending Hands is the mission of Palm Beach Atlantic College. It is also the feeling one gets progressing through the Organizational Management Program and interacting with the faculty.

Therefore, if you are considering going back, do not hesitate. Investigate your options; there are programs that will suit your needs. In my case, I was able to transfer most of the credits in my Fire Science Associate Degree. This enabled me to finish the needed upper division course work in sixteen months. I graduated along with my seventeen "cohorts" on May 4, 2002. You can do it too!

May 12, 2002

Mother's Day

M is for the million things she gave me, *O* means only that she's growing old, *T* is for the tears she shed to save me, *H* is for her heart of purest gold, *E* is for her eyes, with love-light shining, *R* means right, and right she'll always be.

Put them all together, they spell "**MOTHER,**"

A word that means the world to me.

--Howard Johnson (c. 1915)

HAPPY MOTHER'S DAY WISH TO ALL OF THE MOM'S OF THE DEPARTMENT, FAMILY AND FRIENDS.



Lt. Hal Knabb nominated for the 2002 Palm Beach County Child Advocate Firefighter of Year. See story on page 2.

Fire Safety News

By Assistant Chief William Adams

Spring is in the air, and so is the aroma of food cooking on the barbecue grill! Most barbecues use either wood/charcoal, or LP gas as the fuel supply. Each of these presents some unique hazards if not used properly. Here are a few quick facts that explain why we are concerned about the use of these appliances.

1. Because the propane is under pressure, any failure in containment will release a rapidly vaporizing flammable gas. At 60° F., a cubic foot of liquid propane will expand to 270 cubic feet of gas.
2. The ignition of a flammable gas-air mixture in an enclosure will generate pressures in the range of 60-110 psi. Conventional structures are capable of withstanding pressures in the ½ to 1 psi range. Therefore, a combustion explosion that could level the building is extremely likely.
3. Propane gas is heavier than the atmospheric air. It will not dissipate as rapidly as natural gas. It will tend to pocket in lower areas, forming potentially explosive concentrations where occupants and firefighters are most likely to be.
4. Heat from charcoal is generated by smoldering type combustion. This produces a higher percentage of carbon monoxide as a by-product of the combustion process.
5. Wood and charcoal fuels can generate embers and brands that can ignite combustible materials if they fall or become airborne.

Because of these and other potentially hazardous characteristics, the statewide Fire Prevention Code addresses certain aspects of the use of barbecue grilles in multi-family dwellings and other occupancies. Below are a few of the questions the Fire Safety Division receives from residents and the applicable code requirements.

"Can I store my gas grille inside my apartment or inside a garage in an apartment complex?"

The Florida Fire Prevention Code limits the amount of Liquefied Petroleum Gas that can be stored within a residential building to two cylinders each with a maximum water capacity of 2.7 lbs. The typical gas grille utilizes a cylinder with a water capacity of 20 lbs. and would exceed the limitation. (NFPA 58, Sect. 5-3.4, 1998 Edition)

"Can I store my grille on my balcony if I am above the first floor?"

LP Gas cylinders of the size used on barbecue grills are permitted only on balconies that are served by outside stairways and where only such stairways are used to transport the cylinder. In other words, the

cylinders could not be transported through the building. (NFPA 58, Sect. 3-4.9.2, 1998 Edition)

As for charcoal grilles, the Code prohibits charcoal burners from being "kindled or maintained on combustible balconies or within 10 feet of combustible patios on the ground floors." (NFPA 1, Sect. 3-4.7, 2000 Edition)

"Can I store my gas grille outside my apartment against the wall if I live on the ground floor?"

Yes. It is recommended that the tank be kept at least five feet from any ignition sources (A/C units, exhaust fans, etc.) and three feet from any openings (windows, vents, etc.). (NFPA 58, Sect. 5-4.1, 1998 Edition)

"How far away from the building do I have to be to use my grille?"

We suggest that all barbecue grilles (gas or charcoal) be at least 10 feet from any combustible surfaces or buildings.

Congratulations are in order for several people in the Fire Safety Division. **Lt. Hal Knabb** was named Firefighter Child Advocate of the year by the Police Chiefs of Palm Beach County. The award was presented to Hal by **State Senator Ron Klein** at the Camelot Ball held on April 6, 2002.

Lt. Barry Searles retired April 26th after 25 years of service. Barry served as a Firefighter/Paramedic for 10 years before taking the promotion to Lieutenant in the Fire Safety Division. He devoted himself to providing the highest level of service to the residents of Delray Beach. Over his career Barry has carried out fire investigations, new construction inspections, existing inspections, and plan reviews in a professional manner. As an active member of the Palm Beach County Fire Marshals Association, Barry organized and often instructed at various seminars. His expertise and knowledge have earned him the respect of Fire Protection Professionals, Construction Industry Professionals, and all of us in the Fire Safety Division. He will be missed.

Family and friends of **Lt. Jim Tabeeek** and his wife, **Susie** celebrated the Confirmation of their daughter, **Teresa**, recently. Teresa said that she has been studying and learning about her church for several years in preparation for this commitment. **Congratulations Teresa.**

Congratulations also to the newest members of the Fire Safety Division, newly promoted **Lt. Mark Dagnan**, and our new plans reviewer, **Harvey Greenberg!** Mark started in the Division on April 29th. I know his talents and experience will benefit the Division and the people we serve. Mark must be a pretty good golfer as well, because **Barry Searles** made sure that Mark got

signed up for the City Golf League! **Harvey Greenberg** will be taking over the responsibilities of plan review. Harvey has extensive background in the building code. In fact, he worked for 12 years as the plans reviewer for the City's Building Department before retiring about six years ago. He has been working part-time since then. The Department is fortunate to have someone of his qualifications on our staff. Welcome aboard!

Lt. Tim Garito's son, **Nick**, normally attends Orchard View Elementary School during the work week. However, as part of the "Take your Child to Work" program, Nick took time out from his busy schedule to assist his dad in the Fire Safety Division for a day. Equipped with a pen his grandmother, **Barbara Garito**, had given him, he set off to carry out inspections, respond to citizen inquiries, and investigate fires. Tim reports that Nick was ready, willing and eager to put the pen to good use! Thanks Nick for helping us out!

PENSION NEWS

Anyone receiving the annual benefit enhancement on or after March 1, 2002 will be getting a 2.5% adjustment instead of the 4% which had been in effect previously. At its January meeting, the Board reviewed the funding projections for this benefit. There was concern because the actuarial projections were based on an 8.5% assumed rate of return, and a 5% annual increase in the premium tax monies received from the state. In recent years actual rates of return have not met that assumed rate and the monies received from the state have not increased as expected.

The Board decided that it would be prudent to reduce the annual benefit enhancement percentage to assure adequate funding for future retirees. The average inflation rate for the five years ending September 30, 2001 was 2.37%. The Board felt that the 2.5% benefit enhancement would protect those retirees presently receiving their pensions, and the topic could be addressed in the future as needed.

Admin./Support Services News

By Ellen P. Wickert, Admin. Officer

Telestaff News – Good news! The Telestaff program configuration went very well. The system seems to work and overtime callback appears to work very well. We will continue to complete the database and hope to begin testing and training within the next month. We would like to begin using the system the last week in June.

Administrative Professionals Day – Thanks to all the Administrative Assistants and Staff Assistants for their support this past year. A special thanks to Tammy Wheatley, Executive Assistant for all her support. A special lunch was held on

Thursday, May 2nd to show our appreciation of the support services personnel.

EMS News

By Division Chief Robert Moreland

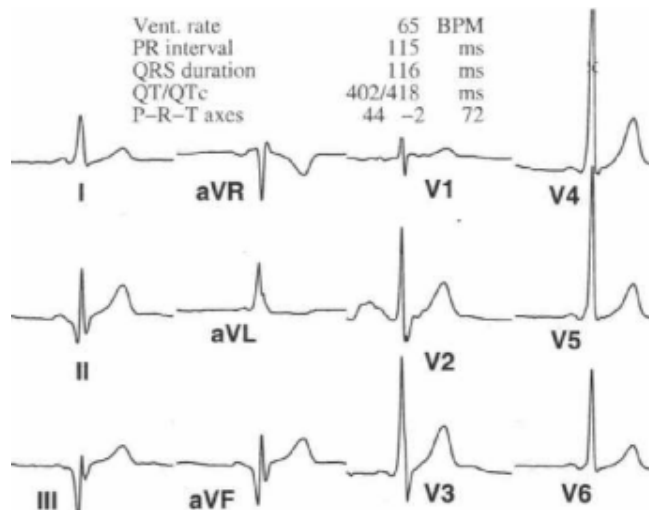
Hello everyone!

It's been another busy month for the EMS Division. We successfully completed the first quarterly data transmission of the State of Florida Aggregate Pre-Hospital Data Collection system. Thanks goes out to everyone for their diligence in completing the run reports properly. On the subject of Run Reports, please be aware that you are not required to do the auto narratives on all cases. The auto narratives must be used on Trauma alerts, Cardiac arrests, Cardiac alerts and Stroke alerts. This allows the program to capture some of the required information needed for the State data collection system. Remember that when using the auto narratives you have the ability to, and it is suggested, that you edit them so that your narrative is more complete.

Additionally, in April we applied for two grants requesting EMS equipment. Through the National Fire Act Grant we have applied for funds to purchase 10 Zoll M Series defibrillator / monitors. These devices are over \$20,000.00 each, so we will be keeping our fingers crossed that we are awarded that grant. Through the County EMS Grant we have applied for an ALS equipment package for the new SERV unit being purchased. If we are successful in these applications the Zoll units will be replacing the H.P devices soon!

Case Study: A twenty three year old man is complaining of chest pain. On exam he appears stable and your assessment reveals the pain to be cardiac in nature. Look at the EKG below for clues to his problem.

Hint: The PR interval is very short.



EMERGENCY MANAGEMENT NEWS

By: John Tomaszewski, Assistant Chief

THUNDERSTORMS AND LIGHTNING A PREPAREDNESS GUIDE

Thunderstorms are our most common experience of severe weather. The typical thunderstorm is 15 miles in diameter and lasts an average of 30 minutes. Despite their small size, thunderstorms are dangerous. Every thunderstorm produces lightning, which kills more people each year than tornadoes. Heavy rain from thunderstorms can lead to flash flooding. Strong winds, hail, and tornadoes are also dangers associated with some thunderstorms.

Of the estimated 100,000 thunderstorms that occur each year in the United States, only about 10% are classified as severe. The National Weather Service considers a thunderstorm severe if it produces hail at least 3/4 inch in diameter, wind 58 mph or higher or tornadoes. The five main offspring of thunderstorms are: lightning, floods, straight-line winds, large hail and tornadoes.

Lightning occurs with all thunderstorms. It averages 93 deaths and 300 injuries each year. It also causes several hundred million dollars in damage to property and forests annually.

Flash floods/floods are the number one thunderstorm killer... nearly 140 fatalities each year. Most flash flood deaths occur at night and when people become trapped in automobiles.

Straight-line winds are responsible for most thunderstorm wind damage. Winds can exceed 100mph! One type of straight-line wind that can cause extreme damage is a *downburst*, a small area of rapidly descending air beneath a thunderstorm. Downbursts can reach speeds equal to that of a strong tornado and can be extremely dangerous to aviation.

Hail causes nearly \$1 billion in damage to property and crops annually. Large hailstones can fall at speeds faster than 100mph.

The costliest US hailstorm occurred in Denver, CO in July 1990. Total damage was \$625 million.

Lightning is perhaps the most spectacular phenomenon associated with thunderstorms. Most lightning deaths and injuries occur when people are caught outdoors, most often in the summer months and during the afternoon and early evening. In the past decade, over 15,000 lightning-induced fires nationwide have resulted in several hundred million dollars a year in damage and the loss of 2 million acres of forest. Your chances of being struck

by lightning are estimated to be 1 in 600,000 but could be reduced by following safety rules.

What to listen for...

When conditions are favorable for severe weather to develop, a **severe thunderstorm watch** is issued.

When severe weather has been reported by spotters or indicated by radar, a **severe thunderstorm warning** is issued. Warnings indicate imminent danger to life and property to those in the path of the storm.

What you can do--Be safe!

Before the storm...

- Check weather forecasts before leaving for extended periods outdoors.
- Watch for signs of approaching storms.
- Postpone outdoor activities if thunderstorms are imminent. This is your best way to avoid being caught in a dangerous situation.

When a thunderstorm approaches...

- Remember: if you can hear thunder, you are close enough to the storm to be struck by lightning. Go to safe shelter immediately!
- Move to a sturdy building or car. DO NOT take shelter in small sheds, under isolated trees, or in convertible automobiles.
- Get out of boats and stay away from water.
- Avoid using the telephone or any other electrical appliances. Use the phone only in an emergency.
- Do not take a bath/shower.
- Turn off air conditioners.
- Get to higher ground if flooding is possible. Abandon cars and climb to higher ground. Note: most flash flood deaths occur in automobiles.

If caught outdoors and no shelter is nearby...

- Find a low spot away from trees, fences and poles. Make sure the place is not subject to flooding.
- If you are in the woods, take shelter under the shorter trees.

If you feel your skin tingle or your hair stand on end, squat low to the ground on the balls of your feet. Place your hands on your knees with your head between them. Make yourself the smallest target possible and minimize your contact with the ground.

Training and Safety Division

by Battalion Chief Russell Accardi

The first Fire Officer Development Program will have been completed as of this printing. We would like to thank all of the candidates, as well as all of our facilitators from Delray Beach Fire-Rescue for their active role in participating in this program. We would also like to thank our guest speakers from outside agencies for giving their time and expertise. I would especially like to thank *Lt. Victor Williams* who not only was a participant, but was instrumental in helping to organize the first delivery.

The Training & Safety Division would like to recognize the work *Lt. Greg Giaccone* and *Engineer Mark Siciliano* have done in completing our Forcible Entry Simulators at Fire Headquarters. The designs for these props are from two Fire Officers of the FDNY, which several of our officers and firefighters have met and worked with while attending training conferences in the northeast. These props will allow our personnel to receive realistic hands on training in conventional forcible entry techniques.

Lt. Mark Reynolds has also been hard at work ensuring our Special Operations personnel are ready to safely respond to any Confined Space Rescue incidents. Recent joint training exercises were conducted in April and May with Boca Raton Fire-Rescue. Our personnel had positive feedback on the recent training conducted, and are much better prepared to deal with a wide range of emergencies thanks to *Lt. Reynold's* dedication.

Good luck to all our candidates that will be participating in the Lieutenant Promotional Examination scheduled for:

May 22, 2002 - Written Examination

May 24, 2002 - Assessment Center

TRAINING SCHEDULE

May 1st – 3rd

START/TRIAGE Bloodborne Pathogens

Model 10 @ Fire HQ

May 8th – 10th

Company Level Evolution #4

Model 1/In Zone

May 14th – 17th

Confined Space Rescue with Boca Raton/Part II

Practical/Location: TBA

May 22th – 24th

Firefighter Fitness @ Fire HQ

May 29th – 31st

Zoll In-Service/Model 6 @ Fire HQ

PROFESSIONAL FIREFIGHTERS & PARAMEDICS OF DELRAY BEACH, LOCAL-1842 SCHOLARSHIP PROGRAM

The Professional Firefighters & Paramedics of Delray Beach Local-1842 is pleased to announce the **2002 ROBERT SPECTOR SCHOLARSHIP PROGRAM**. The program provides *four \$500.00 scholarships* to qualified applicants for expenses associated with internships or academic endeavors.

Robert Spector, for whom the scholarship was named, was a senior activist in Delray Beach, founder and president of the Democratic Club of Delray Beach, and a major supporter of the firefighters and paramedics in our city. A retired hero of the New York fire department himself, Mr. Spector died in March 2000 and in his memory, his family agreed to establish a scholarship fund for the children of Delray Beach firefighters. With the recent tragic death of Paramedic Peter Firehock, it was decided to donate funds in his memory to the Robert Spector Fund. The generosity of the people who contributed in the memory of both men has made these awards possible.

To be eligible for the scholarship, candidates must be in high school or currently enrolled in college. Applicants can apply directly to the Scholarship Committee.

In addition to an application and school transcript, each applicant is required to provide two (2) letters of recommendation: one from the applicant's school and one from a member of the community who is familiar with the applicant's character. Applicant shall provide an essay 500 word or less of the importance of community service. Applicants can apply directly to the Scholarship Committee.

Completed applications are due by Friday, June 28, 2002 and are to be sent to:

**Professional Fire Fighters & Paramedics of Delray Beach
Local-1842
Attention Scholarship Committee
P.O. Box 583
Delray Beach, FL 33447**

For more information, please contact James H. Tabeek at (561) 243-7426.

June 28, 2002	Deadline for receipt of applications (postmarked by)
July 26, 2002	Selection of finalist candidates
August 30, 2002	Final interview and selection
September 13, 2002	Recognition Dinner (Tentative)

CONGRATULATIONS!!!



Michael & Phyllis Hendricks

On Friday, April 26th, the Delray Beach Fire Department personnel and friends bid a fond farewell to **Battalion Chief Michael Hendricks** (pictured here with his wife, **Phyllis**), who retired from the department after 28 years of service. Chief Hendricks started with the Department January 22, 1974 as a Fire Fighter. He was promoted to Driver Engineer (2/7/76), Lt. Inspector (10/2/76), Driver Engineer (4/16/77), Lt. Shift (8/19/80), and Shift Captain (1/1/83). Chief



Hendricks served his last year as Battalion Chief of Logistics and Support. Best wishes are extended to him for a happy retirement. Also, congratulations to **Mark Dagnan** on his recent promotion to Lieutenant Inspector which was effective April 29th. **Asst. Chief John Tomaszewski** and others gathered to present **Mark with his new badge**.

IT'S A GIRL! IT'S A BOY!

Congratulations are extended to **Paramedic Bradley Kantner** and his wife, **Andrea** on the birth of their daughter **Brandi Kantner**, who was born April 11th weighing in at 5-lbs, 2 oz. and 17-1/2". Also, congratulations to the **Marchsteiner's** on becoming the foster parents & siblings to a new baby boy. **David, Candy, Stephanie and Summer** welcomed **Bryan**, their first foster baby into their home on April 26th. Bryan is 3 months old.

NOTICE!

DELRAY BEACH FIRE-RESCUE HONOR GUARD. The deadline for submitting letters of interest for the Delray Beach Fire-Rescue Honor Guard has been extended to May 20, 2002. Please send your letter to the attention of **Jeff Harkcom**. Include a brief statement as to why you want to participate, describe any experience you may have (i.e., marching band, ROTC, etc.), and what qualities that you bring to the Honor Guard. Anyone with questions can contact Jeff at Station 5, B-Shift or you may e-mail Jeff at jeffharkcom@earthlink.net.

Administration News

By Brad Fitzer, Division Chief

There are several projects underway for the month of May. First, we are continuing the resurfacing of the bay floor at Headquarters with the next step being the stripping and painting of the floor. This project should begin at the end of the month. The second project is the painting of the exterior of Headquarters and we will be using a similar color scheme for the building. The third and final project is the reconstruction of the cupolas* on the roof of Headquarters. This will require the demolition of the existing cupolas and reconstructing new ones that will be hurricane resistive. We are anticipating this will correct the roof leaks that are creating damage to the building.

Again, your patience and cooperation during these projects is greatly appreciated.

*Merriam-Webster's Collegiate Dictionary, 10th Edition, © 1996.

Operations News

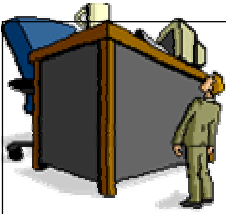
By Acting Asst. Chief Charles Stravino

By the time you read this, we will have completed a two week Officer Development class for the 11 most recently promoted Lieutenants. The Training Division put together a comprehensive course of leadership, tactics, administrative issues and personnel management and used instructors from within and outside the department. Kudos to **Chief Accardi** and **Chief Murphy** who did much of the instructing. While we are on Chief Accardi...he recently transferred from the Training Division to Battalion Chief and is currently managing "B" Shift. Enough can't be said of the impact he has had on our department with the training opportunities and equipment upgrades we experienced during his tenure in that division. Also, **Chief Fitzer** recently transferred from "A" Shift Battalion Chief to Division Chief of Administration. We look forward to continued support with facility, apparatus and logistical issues. Good luck to both of you in your new assignments.

Mark Dagnan was recently promoted to Lieutenant in the Fire Safety Division and will be spending some time looking after our community from a different perspective.

Our on-going recruitment process continues as we evaluate candidates to fill vacancies in our Department. We are struggling finding certified, quality people to keep up with the attrition. New strategies are being examined to deal with this issue.

We recently deployed an additional Engine working out of Station #5, Monday through Friday, 8am—8pm. This deployment helps address on going road closures, I-95 construction and the impact of traffic congestion and longer response times. Staffing at Stations #4 and #5 were also enhanced during this temporary deployment which could last 4-6 months. Until next month...Be safe!



*From The Chief's Desk
"On vacation"
Will return next month.*

Take Your Daughters/Take Your Children To Work Day

By Paramedic John Deckers

Thursday, April 25th was "Take Your Daughter to Work Day" for Martin County Schools and "Take Your Daughters/Take Your Children to Work Day" for Palm Beach and Broward County Schools. The program which originally started out as an opportunity for mothers and daughters to spend a day at work together had become so popular that dads and sons wanted the same opportunity, hence what some counties now call "Take Your Child to Work Day".

The program allows the kids the opportunity to participate and experience what their parents do every day when they go to work. From this the kids will hopefully gain a better understanding of the roles and responsibilities their parents have and in the end have a better appreciation for all that their parents provide them, as well as a possible look into a profession in which they may want to follow in.

In the above picture, *Alyssa Deckers* is helping to load 5"

hose back on T-1 after it was tested. Alyssa also assisted on a medical call with R-5 in High Point. She finished her day with a workout and writing a paper for class on her day.

Several of our personnel brought their sons and daughters to work with them on this special day. *Staff Assistant Cecelia Shade* brought her daughter, *Taylor*; *Lt. Richard Ackerman* brought his daughter, *Katelyn*; *Lt. Tim Garito* brought his son *Nick*; *Acting Asst. Chief Charles Stravino* brought his son, *Charlie*; *Paramedic Kurt Lewis*, brought his son, *Kurt, Jr.*; and *Lt. Bill Marino* brought his son, *Joey*. (See photos to right)



Future Firefighter *Joey Marino* (left) is all smiles here dressed in full bunker gear.

Photo #2 below is *Joey* and his dad, *Lt. Marino* with the hose; Photo #3 is *Driver Engineer Siciliano* with *Joey Marino* and *Kurt Lewis, Jr.* discussing parts from the truck; Photo #4 is big *Kurt* shows little *Kurt* the proper technique for using the hose.

A great day was had by both parent and child. We look forward to next year.



#2



#3



#4

The distribution of our next newsletter is May 15, 2002. All news articles should be turned in to Cecelia Shade in the Administrative Office on or before May 29, 2002. Deadline for turning in news articles will be May 29th at 5:00 p.m. We hope that you have enjoyed this issue of "Hot Topics" and we look forward to producing our next new and exciting issue. Thank you for your participation.

Departmental Anniversaries

Robert Moreland, III	May 1	25 yrs.
Peter Schofield	May 30	25 yrs.
Tammy Wheatley	May 5	15 yrs.
Michael Wise	May 8	15 yrs.
Eric Kovacs	May 14	12 yrs.
Laura Deckers	May 14	12 yrs..
Daniel Marullo	May 14	12 yrs.
Harry Velarde	May 14	12 yrs.
John Staab	May 14	12 yrs.
John Deckers	May 14	12 yrs.

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All retirees may send their e-mail address to Cecelia at shade@ci.delray-beach.fl.us; we would love to hear from you.

Community Emergency Response Team News

By Bernard Federgreen

What a day! The first annual CERT picnic is over, but it will be remembered by the 156 participants for a long time. The weather was great... the food was spectacular and the chefs... *Chief Koen, Asst. Chief Bill Adams and Battalion Chief Rich Murphy*...what can you say...all with four star credentials. Don't forget *Camp Counselor Busie Robinson* (High Point Section #1), who made the kids smile. Hearing *Tommy Dorsey, Benny Goodman and Artie Shaw* in the background brought back a lot of memories. Thanks to Chief Koen, and again thanks to the many volunteers that worked throughout the day. The event was covered by the press and a featured article plus the picnic coverage appeared in the Delray Times on April 17th. *City Commissioner Jon Levinson* addressed the group stating what a vital part of the community the CERT volunteers are. But now that the festivities are over, the communities and CERT volunteers should be putting their efforts into preparing their communities for pending emergencies. Don't forget hurricane season starts June 1st.

RECIPE OF THE MONTH "Black Bean and Corn Salsa"

- 2 #303 cans black beans drained
- 1 16 oz bag frozen yellow corn thawed
- 1/2 Cup diced red pepper
- 1/2 Cup diced red onion
- 1/4 Cup chopped cilantro
- 2 Tablespoons rice wine vinegar
- 3 Tablespoons lemon juice
- 2 Tablespoons olive oil
- 3 Tablespoons cumin
- Salt to taste

Combine all ingredients in large bowl. Cover and refrigerate 2 hours. Adjust seasonings and you may want to add some more fresh chopped cilantro just before service.